



Preservice Teacher Mentor Job Description

Position Objective: The Preservice Teacher Mentor is a teacher who plays a critical role in supporting pre-service teachers in their development. The Preservice Teacher Mentor is a full-time teacher who hosts one pre-service student teacher in their classroom and demonstrates excellent instructional practices. The Preservice Mentor Teacher explicitly models best practice strategies for their pre-service teacher and provides high-quality coaching and feedback to ensure the pre-service teacher is building their skills to deliver joyful, rigorous and personalized instruction that leads to high academic achievement.

Expected Outcomes: The goal of a Preservice Teacher Mentor is to build the instructional capacity of their assigned preservice teacher, developing a relationship grounded in trust, respect and mutual continuous learning and growth. The Preservice Teacher Mentor is responsible for enabling a gradual release of responsibility to the pre-service teacher in order to set the pre-service teacher up for success leading a classroom of their own.

Required Responsibilities:

Instructional Expertise

- Show emerging teachers what high-quality practice looks like as described in LEAP
- Deconstruct and label the components of practice
- Articulate the rationale behind decisions and judgments to make thinking visible
- Facilitate opportunities for emerging teachers to try on the work of teaching in scaffolded and co-teaching teaching environments
- Facilitate opportunities for emerging teachers to practice instruction specifically related to Culturally and Linguistically Diverse students
- Deepen the instructional knowledge and skills necessary for skillful beginning practice

People & Culture

- Engage in frequent cycles of concrete, actionable, targeted and timely feedback
- Ground feedback in standards and expectations for performance
- Identify concrete action steps that are followed up upon (by all involved)
- Facilitate opportunities for emerging teachers to try on the work of teaching in scaffolded and co-teaching teaching environments
- Deepen the necessary knowledge and skills around the “whole child” for skillful beginning practice

Personal & Values

- Models school and DPS Shared Core Values (Denver 2020 plan), and holds others accountable to them
- Establishes trust with resident teacher and models how to build that trust with the greater school community
- Serves as a model that inspires resident teacher to operate with integrity and intention towards students, parents, other staff members, and greater community at large
- Demonstrates and models self-reflection, ensuring a culture of improvement in service of continuous learning
- Actively solicits and acts on feedback from multiple sources

**Required Qualifications:**

- Must meet all licensure and certification requirements for teacher role in DPS.
- Must have at least 3 years of teaching experience with Effective or above rating on most recent evaluation
- Must have been at the school for at least one year
- Must participate in required pre-service training over the summer and during the school year
- Must be a DPS Teacher in a designated teacher role that is responsible for student outcomes in Infinite Campus and receives an overall LEAP rating for instruction.

Additional Qualifications:

- Reach out to the Principal to understand the additional qualification for the specific role to which you are applying.

Stipend:

- Mentors in Title I schools will receive a stipend of \$750 per semester, paid in December and May.

Performance, Growth, and Evaluation:

- Performance in this role will be considered in the overall LEAP evaluation through P7: Builds capacity among colleagues and demonstrates service to students, school, district and the profession

Required Professional Learning to Serve in Role:

- Preservice Teacher Mentor onboarding on August 6, 2018
- 6 in-person sessions from September-May
- Additional professional learning provided by the prep partner with whom your school is partnering with
- See the [TLC Training and Development](#) page for additional professional learning opportunities